

## Appendix D - Apprenticeship Program, State of NH

The Apprenticeship Training Program is designed to provide the systematic skills training that will lead individuals to profitable employment in a wide variety of occupations. Apprenticeship training combines on-the-job learning with related technical instruction in all aspects of an occupation, resulting in broad-based technical skills supported by theoretical knowledge.

Employers participate as sponsors of apprenticeship programs. A program can be designed to assist most employers in training their employees in skilled occupations. Employers may select apprentices from a “restricted pool” of their own employees or from all qualified applicants.

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### How the Program Works

- The Office of Apprenticeship is not a provider of on-the-job learning, but performs the following services:
  1. Develops apprenticeship standards to include the job learning and related instruction outlines as a training plan for employers to provide training.
  2. Registers apprentices into Apprenticeship Training programs.
  3. Monitors the training given in the field to ensure that it is given in accordance with established standards.
  4. Coordinates with the NH Department of Education and other approved training providers for related classroom instruction.
  5. Acts as the agency for approving Apprenticeships under the direction of NH Department of Labor Apprenticeship Council.
- Most apprenticeships require over 4,000 hours of training but can vary from one to five years to complete depending on the occupation and the accepted industry practice.
- More than 75 percent of the apprentices are enrolled in programs in five construction trades: carpenters, electricians, ironworkers, plumbers, and sheet metal workers. Apprenticeships can also be developed in other occupations requiring manual, mechanical, or technical skills and knowledge.
- Wages paid to apprentices are determined in the agreement between the Office of Apprenticeship and the employer. The minimum wage shall be not less than the state minimum and at the conclusion of apprenticeship shall not be less than 85% of that paid to Journeyworkers.
- Apprenticeship is also for women who need increased access to high-paying jobs. Women are strongly encouraged to apply for apprentice training opportunities and jobs.

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### Requirements

- Apprentices must be at least 16 years old and are generally 18 years and older for hazardous occupations.
- Apprentices employed in an occupation must demonstrate the physical, mental, and skill competencies required to perform the job.
- Selection of apprentices must be “on the basis of qualifications alone and without regard to race, creed, color, national origin, sex, or occupationally irrelevant physical requirements.”

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## Appendix D - Apprenticeship Program, State of NH *continued*

Some of the Over 950 Recognized Apprenticeable Trades

Required Training	Trade	O*Net Code
2,000 Hours	Barber . . . . .	39-5011.00
	Bio-Manufacturing Technologist . . . . .	19-4021.00
	Cosmetologist . . . . .	39-5012.00
	Dental Assistant . . . . .	31-9091.00
	Nurse Assistant . . . . .	31-1014.00
4,000 Hours	Child Care Development Specialist . . . . .	39-9011.00
	Cook (any industry) . . . . .	35-2012.00
	Embalmer . . . . .	39-4011.00
	Medical Assistant . . . . .	31-9092.00
	Medical Laboratory Technician . . . . .	29-2012.00
	Paramedic . . . . .	29-2041.00
	Quality Control Technician . . . . .	19-4099.01
6,000 Hours	Surveyor Assistant . . . . .	17-3031.01
	Dental Laboratory Technician . . . . .	51-9081.00
	Firefighter . . . . .	33-2011.01
	Horticulturist . . . . .	11-9013.01
	Line Repairer . . . . .	49-9051.00
	Meat Cutter . . . . .	51-3021.00
	Motorcycle Repairer . . . . .	49-3052.00
8,000 Hours	Painter (Construction) . . . . .	47-2141.00
	Refrigeration Mechanic (any industry) . . . . .	49-9021.02
	Automotive Mechanic . . . . .	49-3023.01
	Biomedical Equipment Technician . . . . .	49-9062.00
	Bricklayer (brick and tile) . . . . .	47-2021.00
	Cabinetmaker . . . . .	51-7011.00
	Carpenter . . . . .	47-2031.01
	Diesel Mechanic . . . . .	49-3031.00
	Drafter, Architectural . . . . .	17-3011.01
	Electrician . . . . .	47-2111.00
	Electronics Technician . . . . .	17-3023.01
	Foundry Metallurgist . . . . .	17-2131.00
	Industrial Engineering Technician . . . . .	17-3026.00
	Machinist . . . . .	51-4041.00
	Millwright . . . . .	49-9044.00
	Numerical Control Machine Operator . . . . .	51-4011.00
	Plumber . . . . .	47-2152.02
	Programmer, Engineering and Scientific . . . . .	15-1131.00
	Sheet Metal Worker . . . . .	47-2211.00
	Shipfitter (ship and boat) . . . . .	51-4192.00
10,000 Hours	Tool and Die Maker . . . . .	51-4111.00
	Welder . . . . .	51-4121.06
10,000 Hours	Electronic Pre-Press System Operator . . . . .	43-9031.00
	Optician . . . . .	29-2081.00